

Wrangler Paint Shop Understandings

1. Current Magna/Gonzalez employees*:

- A- Will be Granted date of entry seniority into Chrysler Group LLC (November 30, 2012).
- B- Will be considered a separate bargaining unit until November 30, 2013.
- C- Will have its own Leadership and supplemental agreement until November 30, 2013.
- D- Will be part of the Toledo Labor Market.
- E- Will follow all provisions of the 2011 UAW Chrysler Agreement unless specified.
- F- Inactive employees (STD, LTD, WCB) will receive consideration upon reinstatement.

Wages:

- 1. Magna/Gonzalez employees hired prior to January 2012 will be
 - A- RED CIRCLED at current rate and will progress to the traditional rate.
- 2. Magna/Gonzalez employees hired on or after January 1, 2012
 - A- whose wages exceed the maximum for UAW Chrysler Entry level there will be no further progression (\$19.28).
 - B- Whose rate is below UAW Chrysler Entry-Level progression, will apply to maximum rate (\$19.28)

Benefits:

- A- Vacation, PAA and Health Care (including dental and vision) entitlement according to their Magna/Gonzalez last continuous seniority date (no waiting periods).

* Must apply to Chrysler Group LLC via establish process and meet pre-employment requirements.

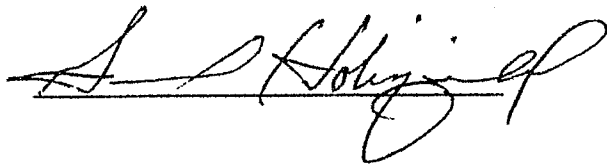
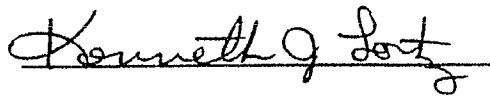
2. Chrysler Retirees, VTEPs & SIPs:

- A- One month of salary, current rate x 40 hours per week per year of seniority.
- B- Payment after ratification with signed release and credited to last day of work.

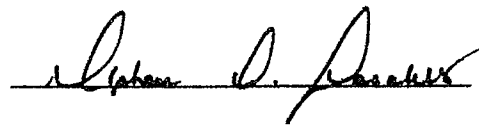
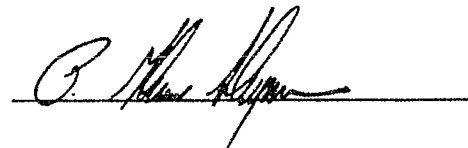
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International Union:

A handwritten signature in cursive script, appearing to read "S. S. Holzner", written over a horizontal line.A handwritten signature in cursive script, appearing to read "Kenneth J. Lutz", written over a horizontal line.

Chrysler Group LLC:

A handwritten signature in cursive script, appearing to read "Stephen D. Pincus", written over a horizontal line.A handwritten signature in cursive script, appearing to read "B. M. Ryan", written over a horizontal line.

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